

EMPLOYMENT OPPORTUNITY

CITY OF LONG BEACH



ASSISTANT CITY ENGINEER DEPARTMENT OF PUBLIC WORKS

The City of Long Beach is seeking a highly qualified and experienced engineering professional to provide leadership for improving the City's infrastructure.



THE COMMUNITY

Ideally located on the Pacific Ocean, south of Los Angeles, adjacent to Orange County, the City of Long Beach, California (population 462,257) is frequently described as a series strong, diverse, interwoven, smaller communities within a large city. Enjoying an ideal Southern California climate, Long Beach is

home to an abundance of cultural and recreational options. The Long Beach Convention Center, Aquarium of the Pacific, Queen Mary and the annual Toyota Grand Prix of Long Beach, plus a wide variety of other attractions (two historic ranchos, three marinas, and five golf courses), serve to draw 5.5 million visitors a year. The City is also home to California State University, Long Beach and Long Beach City College. Cal State Long Beach is the second largest university in the state and has consistently ranked among the top best-value public colleges in the nation. Serving the K-12 student population, the Long Beach Unified School District consistently ranks among the Top 10 urban school districts in the country. Covering approximately 50 square miles, Long Beach is supported by a wide mix of industries with education, health and social services, manufacturing, retail trade and professional services comprising the highest representation. While it offers all the amenities of a large metropolis, many say Long Beach has the added benefit of having maintained a strong sense of community and cohesiveness despite its size. Long Beach is the seventh largest city in California and celebrates its vibrant diversity. The City has the following ethnic breakdown: 40.8 percent Hispanic, 29.4 percent White, 13.0 percent Black, 12.6 percent Asian and 4.2 percent all other ethnicities. A superb climate, quality schools, vibrant downtown and a wide variety of neighborhoods help make Long Beach one of the most livable communities in the country.

CITY GOVERNMENT

Long Beach is a full-service Charter City governed by nine City Council members who are elected by district. The Mayor is elected at-large. Elected officials also include the City Attorney, City Auditor, and City Prosecutor. Elected officials are subject to a two-term limit, which allows them to serve for a maximum of eight years. The City Council appoints a City Manager to oversee the administration of all City departments, excluding those under the direction of a separately elected official, Board or Commission. In addition to its traditional services, Long Beach maintains one of the world's busiest seaports, which serves as a leading gateway for international trade. The City also has its own full-service commercial airport, a Gas & Oil Department and is one of the only three cities in California with its own Health Department. Long Beach is supported by a total FY2016 budget of approximately \$2.7 billion, with the General Fund budget totaling \$413 million. More than 5,800 full and part-time employees support municipal operations with the majority being represented by nine unions.



THE DEPARTMENT

The mission of the Department of Public Works is "To maintain and enhance the City's infrastructure and environment for the public's benefit." Core Department services are focused on providing for and maintaining safe and efficient infrastructure for the community, providing for sustainable environmental protection including water quality and waste collection and diversion, and safely and efficiently delivering, designing, constructing, protecting and maintaining services for public facilities and public rights-of-way. The Department of Public Works has four Bureaus: Business Operations, Engineering, Environmental Services and Public Service. The Department has 442 full-time employees with an adopted Fiscal Year 2016 Budget of \$147 million, which includes a \$101 million Operating Budget and a \$46 million Capital Improvement Budget.



THE POSITION

This at-will position reports to the Deputy Director of Public Works/City Engineer and is responsible for managing the Design and Project Management Divisions of the Engineering Bureau. The Divisions are comprised of 29 staff responsible for capital improvement project design, consultant oversight, technical consultation for facility and traffic related projects, development review and plan checking, subdivision assessments and approvals, and construction management. The City has completed a series of infrastructure reports and master plans that include condition

surveys as well as repair/replacement recommendations. The Assistant City Engineer will be tasked with ensuring these projects are completed in a timely and cost efficient manner. Challenges will include establishing the correct mix of in-house and consultant resources to complete projects as well as maintaining an effective quality assurance/quality control program. Project prioritization and coordination with affected agencies and utilities will also be a key challenge for this position. The Assistant City Engineer coordinates work assignments with divisions as well acts for the Deputy Director of Public Works/City Engineer in his absence.

THE IDEAL CANDIDATE

The ideal candidate will embody the attributes of principled leadership: trusteeship, values, ethics, commitment, honesty, involvement, and vision. The Assistant City Engineer will be a senior level manager with a demonstrated ability to provide strong leadership in a changing government environment, with strong engineering and Capital Improvement experience. The successful candidate will possess strong analytical and interpersonal skills and serve as a valuable resource throughout the City's organization. This position requires a hands-on manager who has strong technical knowledge, business writing and presentation skills, and is not afraid to roll-up his/her sleeves to get the work done. A strong customer service orientation, a history of effective partnerships and problem solving, the ability to fit well within an energetic and dedicated team, and experience in organizations of similar size, complexity and structure with similar challenges is desirable.

MINIMUM QUALIFICATIONS

Education and Experience

1. Graduation from an accredited university or college with a Bachelor's Degree in Engineering and registration with the State of California as a Professional Engineer is required. A Master's Degree and local government experience is highly desirable, but not required.
2. Seven years of increasingly responsible engineering experience, five of which must have been at the level of Senior Civil Engineer or higher engaged in directing the concurrent implementation of multiple large, complex Capital Improvement programs, including the supervision of staff in multiple disciplines. A Class C Driver License is required.

SALARY + BENEFITS

This position has an established salary range of \$120,000-\$155,000. Salary is commensurate with work experience. The City's compensation package also encompasses an attractive benefits package that includes:

- **Retirement** – City offers CalPERS with a benefit of 2.5% @ 55 for Classic members or 2% at 62 for new members as defined by PEPR, subject to the limitations set by PERS. Employee pays the employee portion. The City also participates in Social Security.
- **Vacation** – 12 days (96 hours) after one year of service; 15 days (120 hours) after four years, six months of service; 20 days (160 hours) after 19 years, six months of service.
- **Executive Leave** – Forty (40) hours per year.
- **Sick Leave** – One day (8 hours) earned per month; unlimited accumulation; conversion upon retirement to cash credit toward health and/or dental insurance premiums, or to pension credits.
- **Holidays** – Nine designated holidays per year, plus four personal holidays (8 hours per holiday).
- **Monthly Transportation Allowance**
- **Health Insurance** – Two plans are available: one HMO, and one PPO plan. The City pays major portion of the premium for employee and dependents.
- **Dental Insurance** – Two dental plans are available for employees and dependents.
- **Life Insurance** – City-paid term life insurance policy equal to three times annual salary to a maximum of \$500,000.
- **Disability** – City-paid short-term and long-term disability insurance.
- **Management Physical** – Annual City-paid physical examination.
- **Deferred Compensation** – Available through ICMA Retirement Corporation.

APPLICATION PROCESS

This recruitment will close at 4:30 p.m. on **Friday, April 22, 2016**. To be considered for this opportunity, applicants must submit an online application, including resume and cover letter that reflect the scope and level of their current/most recent positions and responsibilities, including salary history. Online applications can be filed at <http://agency.governmentjobs.com/longbeach/default.cfm>

Candidates must also complete the online supplemental questionnaire.

Following the close of filing, applications will be reviewed and those candidates determined to be the best qualified will be invited to participate in the selection process which will include an oral interview by a selection panel. The selected candidate will be required to undergo a thorough background and reference check. Incomplete applications or candidates who clearly do not meet the minimum requirements of the position will not be considered.

This information is available in an alternative format by request to the Department of Public Works, Personnel Services Division, at (562) 570-4686. If you require an accommodation because of a disability in order to participate in any phase of the application process, please request when submitting your application or call (562) 570-4686.

EQUAL OPPORTUNITY

The City of Long Beach is an Equal Opportunity Employer and values diversity at all levels of the organization.

SUPPLEMENTAL QUESTIONS

Assistant City Engineer

Please prepare written responses to the following questions. Be sure to place your name on each page being submitted. Responses must accompany the City of Long Beach employment application. Responses to individual questions should be no longer than two pages. Your responses are requested to get a sense of your writing skills and insights into your management style and experience. Failure to respond to these supplemental questions will disqualify you from further consideration.

1. Describe three major accomplishments in your career related to this position. Include the specific role you played and the challenges you faced.
2. Describe what specifically in your background, the experience you possess that has prepared you for this position. What specific skills, knowledge, and abilities would you bring to this position?
3. Describe a major engineering project that you managed. Include the size and scope of the project, number of personnel and disciplines managed, any challenges that you faced, and how these challenges were overcome.

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